

E a P

* XDQJGRQJ ' RQJSHQJ + RQJQJV & R / VZ KHUHQDIWUUIHUIHGVR DV ' RQJSHQJ
+ RQJQJV WH & RP SDQ WNEVD FRP SDHV Z LW DQG IP SDP HQW UHBYDQW
HQYLRQP HQMDZ V DQG UHJXDMRQV IQFQJGQJ WH (QYLRQP HQMDZ URMFWRQ / DZ RI
WH 3 HRSOIV 5 HSXED RI & KIQD WH \$ LU3 RQMRQ 3 UHYHQMRQ DQG & RQMRQ DZ
WH: DMU3 RQMRQ 3 UHYHQMRQ DQG & RQMRQ DZ WH 6 RQG: DMM3 RQMRQ 3 UHYHQMRQ
DQG & RQMRQ DZ WH (QYLRQP HQMDQ RLWH 3 RQMRQ 3 UHYHQMRQ DQG & RQMRQ DZ
WH (P LMRQ 6 MDQDUGV RI 3 RQMDQW IRU & HUDP IF , QGXWW WH & DUERQ 3 HDNQJ
\$ FMRQ 3 DQIRU , QGXWMDG HFVU DQG WH (QHUI & RQXP SWRQ / IP LW SHU8 QV8 URGXFW
RI & HUDP IFV %DMHG RQWHMH UHTXUHP HQW WH & RP SDQ KDV HMDQKHG LW
(QYLRQP HQMDZ RQF

1. S A a

7 KLV (QYLRQP HQMDZ RQF DSSOHV VR WH FRP SDQpV KHDGTXDUMU/ DOSURGXFWRQ
EDMHV VXEMGDUIHV VXSSOHV DQG RWHUWONHKROHUV

2. Ma a R b

7 KH %RDG RI ' UHFVU DV WH KJ KHWGH FMRQ P DNQJ ERG IRU (6*
P DQDJHP HQMLV UHSRQMEI IRUGHMUP IQQJ WH & RP SDQ V (6* P DQDJHP HQW
WAKFVUH DQG WMDMJLHV HQVXUQJ WH HMDQKP HQVR DSSURSUDM DQG HIIHFVWH (6*
UMNP DQDJHP HQWDQG IQMUQDOP RQVUQJ V WMP V 7 KH %RDG KDV IQFQGHG
HQYLRQP HQMDSURFWRQ P DQDJHP HQWDQG FOP DMFKDQJHP DQDJHP HQVZ LWLQWH
VFRSH RI (6* P DQDJHP HQW

7 KH (QYLRQP HQMDG WMDMJ & RP P LMMH IV IQFKDUJH RI RYHUDOP DQDJHP HQWDQG
UHSRUW VR WH %RDG , WHJXDUU RUJDQ HV WH FROFWRQ RI HQYLRQP HQMDUJXDMRQV
UMNDWHWHP HQW WDNHKROHUF RP P XQFDMRQV DQG RUJDQ HV UHJXDUIP SURYHP HQW
DFURV GHSDUW HQW

\$ QGHSDUW HQW DQG HP SGA HHV DUH UHTXUHG VR FRQGFWWHLUZ RUN IQ DFFRUGDQH
Z LW WH & RP SDQ V (QYLRQP HQMDZ RQF

0 DQDJHP HQV8 HTXUHP HQW

(QYLRQP HQMDG HJXDMRQV DQG & RP SODQH

: H DUH FRP P LMMG VR FRP SO Z LW DODSSOFDEI HQYLRQP HQMDUJXDMRQV DQG
UHTXUHP HQW IQFQJGQJ WRMH DMWH QMRQDO OFDODQG IQGXWV OYHOY : H
FRQMQRXVO IP SDP HQWDQG IP SURYH RXU (QYLRQP HQMDQ DQDJHP HQV8 WMP VR
P IQP IJ H WH HQYLRQP HQMDQ SDFVR RXUDFVWHV DQG WWH VR DFKLHYH IQGXWV EHWV
SUDFWHV

: H V H V D Q Q X D O M U J H W I R U H Q H U J \ F R Q M H U Y D M R Q D Q G H P L M R Q U H G X F M R Q D Q G
F R Q M Q X R X V D I P S U R Y H R X U H Q M U R Q P H Q M O S H U R U P D Q F H E D M H G R Q M H M H M U J H W : H
F R Q G X F M D Q Q X D O H Q M U R Q P H Q M O F R P S O D Q F H U H M E Z V V R H Q X U H M O M M H M H U H M E Z V F R Y H U
E R M I Q M M Q D O D Q G H \ M U Q D O D V S H F W

& O P D M & K D Q J H 5 H V S R Q M H

: H W M F O F R Q M R O J U H H Q R X V H J D V H P L M R Q V V H W H G X F M R Q M U J H W D Q G S D M Z D A V
D F F H O U D M M H M W D Q M R U P D M R Q R I R X U H Q H U J \ W A K F M U H H Q K D Q F H F O P D M U M N
D M H M P H Q W D Q G I P S U R Y H R X U H P H U J H Q F U H S R Q M H V M M P I R U H \ W H P H Z H D M H U
H Y H Q W : H D G Y R F D M I R U J U H H Q I Q Q R Y D M R Q D Q G F R R S H U D M R Q U H J X O U D G L V F O M H
S U R J U H V D Q G Z R U N V R J H M H U R E X I G D F O P D M U H M O H Q W R F I H W

5 H M R X U F H & R Q M H U Y D M R Q D Q G 5 H F A F O Q J

: H S U D F M H M H 5 S U Q F S O N 5 H G X F H 5 H X V H 5 H F A F O I D Q G I P S O P H Q M U H H Q G M J Q
J U H H Q P D Q X I D F M U Q J D Q G J U H H Q V X S S O F K D I Q P D Q D J H P H Q M M U R X J K R X V M H H Q M H
O H F A F O I R I R X U S U R G X F W D Q G V H U Y E H V V R H Q X U H U M R X U F H H I I E H Q F A % X M Q J F O D Q
H Q H U J \ R S M P I J I Q J U H M R X U F H X M Q D M R Q D Q G U H F A F O Q J Z D M M P D M U D O Y Z H Z I O
P I Q P I J H M H H P L M R Q V R I H \ K D X W M D M H V Z D M M Z D M U D Q G V R O G Z D M M : H U H J X O U D
V H M U J H W I R U H Q H U J \ D Q G Z D M U F R Q X P S M R Q D Q G P R Q M U D Q G I P S U R Y H M H M
D V S H F W

3 R O M D Q W I M F K D U J H

: H W M F O D G K H U H V R Q M R Q D O D Q G O F D O M D Q G D U G V D G R S W F O D Q M F K Q R O J I H V D Q G
S U R F H W H V V R U H G X F H S R O M D Q W D M M H V R X U F H D Q G H M D E O K P R Q M U Q J V M M P V V R
H Q X U H F R P S O D Q F H Z I M G L V F K D U J H M D Q G D U G V I R U S R O M D Q W Z D M M Z D M U D Q G V R O G
Z D M M : H S U R P R M F L F X O U S U R G X F M R Q R S M P I J H U H M R X U F H X M Q D M R Q U D M V D Q G U H G X F H
M H X V H R I V R \ I F D Q G K D J D U G R X V V X E W D Q F H V : H G H Y H O S H P H U J H Q F U H S R Q M H S O Q V
V R S U H Y H Q M D Q G F R Q M R O X G G H Q S R O M R Q I Q F I G H Q W : H V H V D Q Q X D O U H G X F M R Q M U J H W D Q G
U H J X O U D P R Q M R U M H L U D F K I H Y H P H Q M P D N Q J F R U H F M R Q V Z K H U H Q F H M D U

(F R M V M P 3 U R M F M R Q

: H U H F R J Q J H M H I P S R U D Q F H R I H F R M V M P V D Q G F R P P I M R S U R M F M Q J M H L U I Q M U U M V
D Q G G L Y H U M V : H Z I O M N H P H D V X U H V R P I Q P I J H R X U I P S D F M R Q H F R M V M P V D Q G
S U R M F M Q M U D K D E I M M D Q G E I R G L Y H U M V F R Q M H U Y D M R Q D U H D V

(Q Y L U R Q P H Q M O S H U R U P D Q F H (Y D O X M R Q D Q G & R Q M Q X R X V , P S U R Y H P H Q W

: H H M D E O K D Q H Q Y L U R Q P H Q M O S H U R U P D Q F H H Y D O X M R Q P H F K D Q L P V R U H J X O U D
U H M E Z D Q G I P S U R Y H R X U H Q Y L U R Q P H Q M O S H U R U P D Q F H